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THIRTY-THIRD CIA CAREER COUNCIL
MEETING

33rd Meeting

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MINUTES

OF THE

CIA CAREER COUNCIL

**33rd Meeting, Wednesday, 31 October 1956, 3:00 P.M.
DCI Conference Room, Administration Building**

Present: Harrison G. Reynolds, D/Pers, Chairman
Lyman B. Kirkpatrick, IG, Member
Lawrence K. White, ID/S, Member
Robert Amory, Jr., ID/I, Member
Matthew Baird, D/TR, Member
[REDACTED] C. for ID/P, Member
[REDACTED] Executive Secretary
[REDACTED] Reporter

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Guests

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Norman Paul, Legislative Counsel

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**[REDACTED] Office of the General Counsel
[REDACTED] Office of Personnel, Plans Staff**

1. The minutes of the 32nd meeting of the Council on 13 September were approved as distributed.

2. The Council discussed in detail the proposed CIA legislation (Item 2 on the Agenda). This represented the text of the bill which was proposed be forwarded for discussion with the Bureau of the Budget, excepting that part which will cover CIA's retirement needs. For the most part the text followed very closely that which had been approved by the Council last year, although the language had been broadened in some respects to take advantage of legislation approved in the closing days of the last Congress. The language of each of the five sections of the proposed bill was approved.

3. The Council discussed in some detail the dropping of the provision permitting CIA to employ a larger number of retired military personnel than now permitted (Public Law 110 as amended by Public Law 53) and agreed that such action was appropriate.

4. The Council discussed a number of ways by which CIA's basic need for accelerated retirement could be put into effect, using as a

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SUBJECT: Minutes of 33rd Meeting of CIA Career Council

starting point the proposals of last year and last year's counter proposals of the Bureau of the Budget. These were, of course, modified by the Government-wide retirement legislation passed by last year's Congress as well as by recent conversations between the Bureau of the Budget and the Legislative Council. It was pointed out that if CIA's Career Staff were set up in a manner similar to the Foreign Service or that proposed for the U.S. Information Service, it would be probable that CIA could obtain legislation permitting retirement on the same basis as the Foreign Service and investigative services, i.e., basically, permissive retirement at age 50 after 20 years service with a $2\frac{1}{2}\%$ yearly factor. The question of and need for additional retirement credit for service at "hardship" posts was discussed in view of our moving towards a situation where "directed assignments" might become the order of the day. It was agreed that we would attempt to get legislative approval for "permissive" retirement, i.e., accelerated retirement by permission of the Director rather than involuntary or wholly voluntary retirement. This would permit the Director to retain valuable employees in their middle age and at the same time permit the retirement, in an honorable and dignified way, of persons whose possible compromise with other intelligence forces had rendered them surplus, in effect, to the needs of the Agency. Such an arrangement would preclude the policy of a premium on leaving the Agency at age 50 or thereabouts, but it would incorporate the principle of retirement "with the permission of the Director" rather than "for the convenience of the Government." Such an arrangement also would meet the request of Bureau of the Budget that retirement be tied to a "selection-out" procedure.

5. In a point-by-point discussion of last year's two opposing views (CIA and Bureau of the Budget):

- (a) It was agreed that our "compromise" should be five years minimum service overseas before the accelerated retirement for overseas would become effective.
- (b) It was agreed that the Director's determination of "hardship" posts should be consistent with those so determined by the Secretary of State, although our list might not coincide with that of State.
- (c) There was discussion of the requirement for 40 years total Government Service (including credit for military service) and several examples of the application of formulas of the Civil Service (government-wide) retirement, CIA's proposal, and the Foreign Service retirement were examined. It was agreed to let the Legislative

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SUBJECT: Minutes of 33rd Meeting of CIA Career Council

Counsel came up with a concrete proposal based on the original time and a half formula but with an alternative position that would be no less than the Foreign Service formula.

6. The Director of Training reported that he had experienced difficulty in getting final coordination on the regulations implementing the Language Development Program. The Council agreed to meet next week (8 November) to resolve the issue.

25X1A 7. The Deputy Director (Intelligence) reported that material added to the Career Planning Regulation [REDACTED] after approval by the Council could not be accepted by the MC/I elements. The Council agreed to review this situation.

8. The Council agreed to meet on Thursday, 8 November 1956. It adjourned at 4:12 P.M.

[REDACTED]

Executive Secretary
CIA Career Council

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MINUTES

OF THE

CIA CAREER COUNCIL

32nd Meeting, Thursday, 13 September 1956, 4:00 P.M.
DCI Conference Room, Administration Building

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PRESENT: Harrison G. Reynolds, D/Pers, Chairman
[REDACTED] COP-DD/P, Alt. for DD/P, Member
Lyman B. Kirkpatrick, IG, Member
H. Gates Lloyd, AUD/S, Alt. for DD/S, Member
[REDACTED] D/CI, Member
[REDACTED] /TR, Alt. for D/TR, Member
[REDACTED] SA/IDI/AD, Alt. for DD/I, Member

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GUESTS

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1. The minutes of the 31st meeting held on 26 July were approved as distributed.

2. Competitive Promotion (Item 2) was discussed in detail. The proposed Regulation [REDACTED] and proposed Handbook [REDACTED] had been circulated before the meeting and conferences had been held by [REDACTED] with those members of the Council who had requested clarification. The Council discussed the following points and recommended certain amendments to the regulation:

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- (a) The sentence regarding external recruitment in section 2 on policy was deleted.
- (b) It was agreed that existing panels and boards could serve as competitive evaluation panels but the use of these existing boards did not invalidate the basic policy that there will be competitive evaluation.
- (c) Section 4c(1) making the Director of Personnel responsible for compliance with the Regulation was eliminated.
- (d) January 1, 1958 was established as the target date when the competitive promotion system was expected to be fully operative.

3. The Council discussed the following points and made certain recommendations with respect to the Handbook:

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(a) It was recognized that the establishment of advanced and

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intermediate panels should be permissive because of variation in the workload of the several Career Services.

- (b) It was directed that paragraph b(3) regarding the number of persons to be included in the rank order list should be rephrased.
- (c) The desirability of personal interview was mentioned.
- (d) It was agreed that a new paragraph should be added between c(1)(a) and (b) emphasizing the potential of the individual as a factor in promotion.
- (e) Paragraph c(4) should contain an addition emphasizing experience at lower levels, in addition to length of service, per se.
- (f) It was agreed that there should be added the provision that a member might disqualify himself from acting on a particular case.

4. It was agreed that the proposed Regulation and Handbook would be prepared anew with the recommended changes and that it would be circulated for concurrence to each member of the Council. It was further agreed that the Council members' concurrence would constitute final concurrence.

5. Item 3 on the Agenda, Regulation [REDACTED] Training at non-CIA Facilities Under Public Law 110, was not approved. 25X1A
In its place it was agreed that selection of candidates for the Defense Colleges would be initiated by memorandum from the Director of Training and that the proposed Regulation on training at non-CIA facilities would be taken under advisement. The possibility of issuing a handbook in place of a regulation was discussed.

6. Item 4 on the Agenda, CIA Specialist Reserve Program, was approved in principle. Instead of issuing a regulation establishing the procedures it was recommended that the Office of Personnel request approval through the Project Review Committee to place the principles expressed in the staff study into effect and to execute the pilot operation.

7. The Council adjourned at 5:05 P.M.

[REDACTED]
Executive Secretary
CIA Career Council

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RETIREMENT PROPOSAL OF 1956

Quoted below is the 1956 proposal for CIA legislation in respect to accelerated retirement. This proposal was reviewed by the CIA Career Council at its 13th meeting on 15 September 1955 and transmitted (Section 5 of Proposed CIA legislation) to the Bureau of the Budget in mid-December 1955. At a meeting of the Council on 29 March 1956, it was decided that the counter-proposals of the Bureau of the Budget were completely unacceptable to the Agency. Inasmuch as no useful compromise appeared possible the retirement proposals were dropped in order not to delay the forwarding of our legislation to Congress.

This text is attached for comparison with a new proposal on retirement which will be made available to the Council at its meeting on 31 October by the Legislative Counsel.

"Such act is amended by inserting a new Section 9 which shall read as follows:

Section 9. (a) For the purpose of computing eligibility for retirement and the amount of the annuity under the Civil Service Retirement Act Act of 22 May 1920, as amended, 5 U.S.C. 691) each year of service outside the continental United States as an employee of the Agency after 18 September 1947 shall be credited as one and one half years of service and each year shall serve to lower the retirement ages prescribed in the Civil Service Retirement Act by six months:

Provided, That voluntary retirement shall not be allowed until such persons shall have reached 50 years of age. Such additional credits shall be granted proportionately for fractional years of service.

(b) No annuity paid under the Civil Service Retirement Act shall be reduced solely because the annuitant has retired at an age lowered in accordance with the provisions of subsection (a) of this Section. The base age provided by the Civil Service Retirement Act for computing a percentage reduction in annuities shall be reduced by the same amount as the reduction in retirement age made in accordance with subsection (a) of this Section."

31 October 1956

Opposing views, as of March 1956, of
CIA and the Bureau of the Budget
ACCELERATED RETIREMENT

This paper is attached for background information. It was used by the CIA Career Council at its 21st meeting on 29 March 1956.

The Agency's Proposal

1. Grant $1\frac{1}{2}$ years credit for each 1 year of overseas service so as to increase retirement annuity.*
2. To receive credit, employee must be at least age 50.
3. Special credit would be given only for overseas service with CIA from the date of its creation in 1947.
4. Service in territories and possessions would be counted.

* This has the present effect of granting $2\frac{1}{4}\%$ per year for overseas service as against regular $1\frac{1}{4}\%$ in computing annuity. Thus - 30 years total service with 10 years spent in overseas service would be computed as 35 years service. Stated another, 20 years would be computed at $1\frac{1}{4}\%$ x average highest salary and 10 years x $2\frac{1}{4}\%$ average highest salary.

Bureau of the Budget Proposal

1. There must be a minimum time spent in overseas service in order to qualify. 10 years is suggested as minimum with possible compromise at 9 years.
2. There must be a minimum time spent in total government service. 20 years is suggested.
3. The "bonus" and regular time must not aggregate more than 2 percent. Thus - for each year spent in overseas service, additional credit of four, rather than six months, would be granted.
4. In order to be granted to any person retiring between ages 50 and 60, the Agency must involuntarily separate the employee. It is suggested that the Director use his special authority in Section 102(e), NSA of 1947. Retirements at age 60 or above would not require involuntary separation.
5. Do not limit application to present CIA employment acquired since 1947, i.e., do not exclude CIG, SSU, OSS, or service with other agencies of U.S. Government in an overseas area.
6. Limit to service outside continental U.S., its territories and possessions.